

ABSTRAK

Tujuan- Penelitian ini bertujuan untuk (a) menganalisis pengaruh *psychological contract breach* dan *psychological safety* terhadap perilaku *knowledge sharing* dan *knowledge hiding* serta *job performance*, (b) menguji peran mediasi *knowledge behavior* dalam hubungan antara faktor psikologis dan *job performance*

Metodologi Penelitian- Penelitian ini menggunakan pendekatan kuantitatif dengan mengumpulkan data survei dari karyawan di sektor perbankan dan pendidikan di Indonesia. Sebanyak 387 responden berpartisipasi dalam penelitian ini. Data dianalisis menggunakan metode Partial Least Squares Structural Equation Modeling (PLS-SEM).

Hasil- Hasil penelitian menunjukkan bahwa PCB berdampak negatif terhadap KS dan JP, serta meningkatkan KH. Sebaliknya, PS berpengaruh positif terhadap KS dan mengurangi KH. KS berperan sebagai mediator dalam hubungan antara faktor psikologis dan JP, tetapi tidak dengan KH.

Novelty- Penelitian ini memperluas penelitian sebelumnya dengan mengintegrasikan PCB dan PS dalam satu model penelitian untuk meneliti dampak masing-masing terhadap KS dan KH. Selain itu, penelitian ini mengevaluasi bagaimana *knowledge behavior* memediasi hubungan antara faktor psikologis dan JP. Penelitian ini memberikan kontribusi terhadap literatur manajemen pengetahuan tentang pentingnya faktor psikologis dalam memengaruhi *knowledge behavior* karyawan. Dan hasil penelitian menemukan bahwa KS memediasi hubungan diantara faktor psikologis terhadap kinerja

Kata Kunci- *psychological contract breach, psychological safety, knowledge sharing, knowledge hiding, job performance*

ABSTRACT

Purpose – This study aims to (a) analyze the impact of psychological contract breach (PCB) and psychological safety (PS) on knowledge sharing (KS), knowledge hiding (KH), and job performance (JP); and (b) examine the mediating role of knowledge behavior in the relationship between psychological factors and job performance.

Methodology – This research employs a quantitative approach, collecting survey data from employees in the banking and education sectors in Indonesia. A total of 387 respondents participated in this study. The data were analyzed using Partial Least Squares Structural Equation Modeling (PLS-SEM).

Findings – The results indicate that PCB negatively affects KS and JP while increasing KH. Conversely, PS positively influences KS and reduces KH. Additionally, KS acts as a mediator between psychological factors and JP, but not between psychological factors and KH.

Novelty – This study extends previous research by integrating PCB and PS into a single model to examine their impact on KS and KH. Furthermore, it evaluates how knowledge behavior mediates the relationship between psychological factors and JP. The findings contribute to knowledge management literature by highlighting the importance of psychological factors in shaping employees' knowledge behavior. The results also confirm that KS mediates the relationship between psychological factors and job performance.

Keywords – psychological contract breach, psychological safety, knowledge sharing, knowledge hiding, job performance